HONASA

HONASA CONSUMER LIMITED

Terms of Reference of ESG & Sustainability Committee

The ESG and Sustainability Committee ("Committee") is constituted to assist the Board of the Directors in overseeing and guiding the Company's Environmental, Social and Governance ("ESG") and sustainability strategy, initiatives, policies and performance. The key roles and responsibilities of the Committee shall, *inter alia*, include the following:

- Guide the creation of the ESG goals, ambitions and strategy of the Company;
- Review ESG performance and assess progress towards achieving targets and report to the Board, wherever required;
- Review Honasa policies, Standards, Guidelines and action plans regarding the sustainable development of the company’s operations, comprising social, economic and environmental responsibility in the regions where Honasa operates.
- Review methods of communicating Honasa’s sustainability performance, including review and recommend Business Responsibility and Sustainability Report (“BRSR”) to the Board for its approval;
- Review the Company's ESG reporting framework to ensure alignment with various national and global sustainability/ ESG indices and guidelines;
- Oversee the implementation of initiatives to strengthen the Company's ESG and sustainability practices and seek such information from the Management as may be required for the effective discharge of its responsibilities; and
- The Committee shall do all acts, deeds and things incidental and deemed necessary for achievement of ESG goals, targets and strategy of the Company.